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## Airmen's Perspective

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# Objective

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- To show the good, bad and ugly points of views from the airmen in the Bio field.



# The Good

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- ❑ Many enjoy being a Bio Apprentice and Journeyman
- ❑ Good ratio of manual/hands on ops
  - Fun at times



# The Good

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- World's Greatest Air Force
  - Awesome experience
  - Highly Operational
  - Interesting
  - New places and faces
    - Most WANT to deploy



# The Good

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- BE skills marketable
  - Rewarding post-military career ops
  - \$\$ awaiting
  - Easy transition from mil to civ



# The Good

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- Flexible schedule opportunities
  - Medical vs. line ops
    - Band-Aids and pills vs. airplanes and bullets?
  - Best of both worlds
    - We get to eat our lunch - mostly
    - Normal hours/normal shifts - mostly
- Contract support – much appreciated



# The Bad

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- Technical school education & training
  - Ill prepared to perform at base level
  - SAM curriculum unrealistically based
  - Who's accountable and responsible for fixes?
    - Placing blame on SAM vs. base levels' lack of completed skills surveys
    - Just fix it!



# The Bad

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- ❑ Manning levels < task assignments
- ❑ Last minute and “quality” taskers
  - Jumping through hoops for no value added
  - Remember there is a human at the end of each task
- ❑ Key position holders lack leadership
  - Basic military education – are you a “yes” man/woman, out for yourself and your career at the expense of your troops’ welfare & AF?





# The Bad

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- ❑ Neglected AORs = Neglected Airmen
  - Broken programs
    - ❑ Long time problems requiring “immediate” priority
  - Lack of direction
  - Lack of resources
    - ❑ Training
    - ❑ Oversight/overarching support



# The Ugly

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- Up Grade Training
  - Different base/different rules apply
    - Concurrent enrollment, deadlines, “task certification”, equipment certification
    - Outdated tactics/techniques vs. Chemist based equipment
  - Denied Basic AF Benefits based on poor UGT Management (ie. Eliminating Full TA benefits during UGT)
  - Multimedia CDC’s lack information
  - Old paper copies heavily relied upon
    - New trainees want hard copies vs. solely multimedia version
    - Who is the customer?



# The Ugly

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- ❑ Lack of action on suggestions
  - Discouragement
  - Not enough technically experienced leaders
- ❑ Command Core
  - Chasing Tails
  - Can't get over the past...



# The Ugly

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- Frustration
  - Overwhelmed by lack of leadership/management
  - Imbalance of tasks assignments
  - Under-trained to perform what is asked
  - Hung out there...



# The Ugly

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- Paperwork Stinks
  - Paperless society/ = Command Core
- In garrison vs. deployed theory
  - Laughable in reality
  - Extended duty days for mandatory PT
- “Know your job. Do your Job.”
  - Doesn't apply to Airman only



# The Ugly

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- No incentive = No Reenlistment
  - SRB termination
  - Competing with civilian sector \$\$
  - Living proof...future in store
    - Multi hatted superiors; “it only gets worse..”
    - Step back and take a look
  - More work less personal time
    - We want a life too!

# Conclusion

## □ 4B0X1 Retention Goals

- May be good today!
- What about tomorrow?

**AFMS Retention Rates  
(as of Aug 04)**

AFSC	1 <sup>st</sup> Term	2 <sup>nd</sup> Term	Career
4BO	67.1 %	60.0%	86%
4EO	71.9 %	76.6%	98.8%

Items highlighted in **RED** are below the AF  
Retention goals:

1st Term 55%, 2nd Term 75% and Career 95%



# Conclusion

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- ❑ Few 4B0X1Airmen's Perspective
  - Good
  - Bad
  - Ugly





# THANK YOU!

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- ❑ QUESTIONS
- ❑ COMMENTS
- ❑ CONTACT INFO
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